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tain policies of labor management rather than the expression of any theory of unemployment.

WILLIAM M. LEISERSON.

Working Conditions Service,
United States Department of Labor.

Industry and Humanity. By W. L. MACKENZIE KING. (Boston: Houghton Mifflin Company. 1918. Pp. 567. \$3.00.)

Dr. King brings to this study of the principles underlying industrial reconstruction an unusual preparation along both academic and practical lines. His experience as Minister of Labour in Canada and his connection with the Rockefeller Foundation together with travel and observation world-wide in extent should give unusual concreteness, vividness, and value to anything he might write on the labor question. One finds, however, a certain diffuseness of statement and indulgence in generalities, and at times an unconscious avoidance of the main issue. The shadow of the Great War hangs over the book and affords a text to be applied to industrial strife. The explanation that industrial disputes, like wars, are due to a certain blindness in human nature is true to a certain extent but is too simple to explain all the facts. Divergence of interest must be reckoned with also. Harmony of economic interests is not brought about by a phrase. Even a correct knowledge of facts does not lead men to perfection. Wars continue in spite of education. Germany, with twenty-one universities, looked upon war as a profitable undertaking. German Kultur and the German sword were to evangelize the world.

A recognition that glittering generalities are a snare and a delusion is shown on page 429; for in speaking of government in industry these words of Sir Edward Coke are quoted: "Was it ever known that general words were a sufficient satisfaction for general grievances? The King's answer is very gracious; but what is the law of the realm? that is the question. I put no diffidence in His Majesty; but the King must speak by record, and in particulars, and not in general." The same procedure is necessary in dealing with the relations between capital and labor. Political equality in citizenship and absolute monarchy or despotism in industry can not live together; but the concrete way, or ways, out is the question at issue.

Aside from these strictures the book is full of interesting facts and comments. A spiritual interpretation of life is put in the place

of a materialistic interpretation of the universe. According to Dr. King this order which implies ultimate perfection in human character, and consequently in all human relations, is alone consonant with a conception of Deity equal in scope and reasonableness to that accorded intelligence in "the universal cosmic order," which is the fundamental assumption of science. Several chapters are devoted to what is called the Laws of Peace, Work, and Health discovered and enunciated by Pasteur. The claim is made that these laws are not mere abstractions but that:

If, as concerns each of these three constituent features of what we may call the industrial agreement, we have regard for the Law of Peace, Work, and Health, or, in other words, for the principles underlying peace, work, and health in their bearing upon industrial standards we shall have all that is essential to consider, all, in fact, that broadly interpreted it is possible to consider with respect to industrial relations.

The principles underlying peace, it is said, are based on justice and mercy which imply discernment between material and human values, and a recognition of personality. The character of the representatives of both capital and labor is important. Difficulties cannot be settled nor can successful collective bargaining be brought about when there is an entire want of confidence in the character of individuals, or their ability to carry out pledges and to implement agreements. Mutual faith, goodwill, and confidence are necessary, for the personal element is an important one. The suggestion is made that the appointment of a personal representative by directors or by a corporation head to serve as a link between the management and employees is a necessary first step in the administration of justice and the supervision of labor policy. After a discussion of some clauses in Magna Charta, Dr. King continues: "Labor is entitled to its Magna Charta of industrial liberties. The more comprehensive the Charter is, the more explicitly its stipulations are worded; and the wider their application, the better for the peace of industry, and all that industrial peace makes possible." But what should these stipulations be? Conciliation, investigation, and arbitration have been tried and found workable in many instances. The war has evoked some machinery for the settlement of disputes. Industry, however, still lacks a code of governing rules and regulations to serve as a foundation for permanent peace.

In the chapter on Principles Underlying Work, the thesis is advanced that in the long process of the transformation of natural

resources into commodities and services available for use, labor, capital, management and the community are necessary at every stage and it is the right of all the parties to share progressively in increased productivity through advantages accruing to any one, because this is only a corollary of the right of each to share equitably in the output. Thus extra effort brings extra reward. But the opposition by labor to piece work and scientific management so-called is based on the fear of speeding up and cutting down of the rate. Profit sharing is regarded much in the same way as being made possible by keeping wages within a narrow margin and supplementing the same by dividends from profits. Coöperation has not gone very far in the field of production although quite successful in that of distribution. Profit sharing is applicable to a limited extent but is not a panacea.

The chapter on Principles Underlying Health brings out nothing especially new, but emphasizes the humanitarian aspect of the subject. Two chapters are devoted to Representation in Industry and Government in Industry respectively. It is said: "that form of government in Industry is best which doth actuate and dispose every part and member to the common good." But is the Round Table Conference, joint control, socialism, a system of national guilds, government ownership of only a part of industry, or voluntary coöperation the solution? The principle of the Round Table Conference in the plan of the Colorado Fuel and Iron Company is described at length in the final chapter. The claim is made that the plan must be regarded as something other than an experiment. The Whitley report is likewise described at length. How either scheme will work out time only can tell.

The book is well written, with a wealth of historical allusion, and is permeated with a broad humanitarian spirit. Dr. King, in this book (like some economists at times and most college professors all the time) is primarily a preacher, and his ideals and hopes for industry are at least good enough to come true.

GEORGE MILTON JANES.

University of North Dakota.

The Six Hour Day and Other Industrial Questions. By LORD LEVERHULME. With an introduction by the RT. HON. VISCOUNT HALDANE OF CLOAN. Edited by STANLEY UNWIN. (London: George Allen and Unwin, Ltd.; New York: Henry Holt and Company. 1919. Pp. 344. \$3.50.)